



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
JOINT FORCE HEADQUARTERS
OFFICE OF THE ADJUTANT GENERAL - CALIFORNIA NATIONAL GUARD
9800 GOETHE ROAD - P.O. BOX 269101
SACRAMENTO, CALIFORNIA 95826-9101

CARSD-J1-HR-EO

6 October 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity Policy Statement (Policy 05-01)

1. References:

- a. NGR 600-21, Equal Opportunity Program in the Army National Guard.
- b. ANGI 36-7, Air National Guard Military Equal Opportunity Program.

2. All leaders are responsible for ensuring that our Soldiers and Airmen **(AGR, ADSW, M-Day/traditional guard)** receive fair and equitable treatment on the basis of their capability and merit without regard to race, color, religion, nationality, or gender. I am committed to a productive command climate that promotes a positive work environment that is free from discrimination. I want to ensure that we have a command climate that encourages every Soldier and Airman to freely identify and report injustices and discrimination of any form, without the threat of intimidation or reprisal. I expect leaders, Soldiers, and Airmen to take swift and positive steps to help eradicate bias behaviors and discriminatory practices.

3. It is only with full command support that equal opportunity can become a reality. Soldiers and Airmen are encouraged to use the command's Equal Opportunity (EO) Complaint Process and report all violations to their chain of command while working on solving issues at the lowest level. Should anyone feel uncomfortable or fearful about filing a complaint with their chain, there are a number of alternate channels available to include the Equal Opportunity staff.

4. Diversity creates a competitive advantage which is the key to mission readiness. We must take advantage of all our strengths to make the California National Guard the quality organization we all expect it to be. We are committed to maintain a culture that:

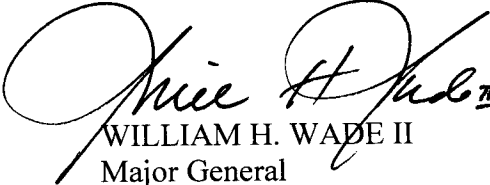
- a. Treats everyone with dignity and respect.
- b. Promotes a command climate that fosters fair, equitable and non-discriminatory treatment.
- c. Recognizes members as our most valuable asset.
- d. Promotes teamwork and constructive working relations.
- e. Utilizes leadership as the tool for the continuous pursuit of excellence.

CARSD-J1-HR-EO

SUBJECT: Equal Opportunity Policy Statement (Policy 05-01)

5. To meet regulatory guidance and to foster a productive command climate, soldiers and airmen will receive at least one hour of training on equal opportunity, one hour of training on cultural awareness and diversity, and one hour of training on the prevention of sexual harassment each year. Equal Opportunity Advisors and Representatives (Army) and Military Equal Opportunity Officers (Air) will work with the Equal Opportunity Office to prepare for this training.

6. The proponent for this policy is the Equal Opportunity Office at 916-854-3646/3407.



WILLIAM H. WADE II
Major General
The Adjutant General

DISTRIBUTION:

A, F